

ARTICLE 21: WAGES

The basic wage and progression schedule for employees is indicated below:

Job Code	Job Classification	Sal Grd	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
801.1	Trades Helper	1	\$24.36	\$25.57	\$26.87	\$28.21		
805.1	Laborer I	1B	\$26.34	\$27.65	\$29.04	\$30.48		
805.2	Laborer II	2B	\$30.82	\$32.36	\$33.97	\$35.67		
805.4	Laborer, Lead	3L	\$35.67	\$37.46				
821.1	Locksmith I	2	\$26.87	\$28.21	\$29.63	\$31.10		
821.2	Locksmith II	5	\$33.02	\$34.65	\$36.41	\$38.22		
822.1	Air Conditioning Mech. I	4	\$33.02	\$34.65	\$36.41	\$38.22		
822.2	Air Conditioning Mech. II	8	\$38.22	\$40.13	\$42.14	\$44.23		
822.4	Air Conditioning Mech., Lead	8L	\$44.23	\$46.45				
823.1	Carpenter	4	\$33.02	\$34.65	\$36.41	\$38.22		
823.4	Carpenter, Lead	4L	\$38.22	\$40.13				
824.1	Electrician I	6	\$34.65	\$36.41	\$38.22	\$40.13		
824.2	Electrician II	7	\$36.41	\$38.22	\$40.13	\$42.14		
824.4	Electrician, Lead	7L	\$42.14	\$44.23				
825.1	Painter	4	\$33.02	\$34.65	\$36.41	\$38.22		
825.4	Painter, Lead	4L	\$38.22	\$40.13				
826.1	Plumber/Fitter	6	\$34.65	\$36.41	\$38.22	\$40.13		
826.4	Plumber/Fitter, Lead	6L	\$40.13	\$42.14				
827.1	High Voltage Electrician	8	\$38.22	\$40.13	\$42.14	\$44.23		
827.4	High Voltage Electrician, Lead	8L	\$44.23	\$46.45				
842.1	Heavy Equipment Mechanic	4	\$33.02	\$34.65	\$36.41	\$38.22		
842.4	Heavy Equipment Mechanic, Lead	4L	\$38.22	\$40.13				
851.1	Welder I	4	\$33.02	\$34.65	\$36.41	\$38.22		
851.2	Welder II	7	\$36.41	\$38.22	\$40.13	\$42.14		
851.4	Welder, Lead	7L	\$42.14	\$44.23				
852.1	Sheetmetal Worker	7	\$36.41	\$38.22	\$40.13	\$42.14		
852.4	Sheetmetal Worker, Lead	7L	\$42.14	\$44.23				
861.1	Rigger I	3	\$31.44	\$33.02	\$34.65	\$36.41		
861.2	Rigger II	4	\$33.02	\$34.65	\$36.41	\$38.22		
861.4	Rigger, Lead	4L	\$38.22	\$40.13				
862.1	Maintenance Mechanic	4	\$33.02	\$34.65	\$36.41	\$38.22		
862.4	Maintenance Mechanic, Lead	4L	\$38.22	\$40.13				
863.2	Boiler & Pressure Sys Mech II	8	\$38.22	\$40.13	\$42.14	\$44.23		
863.4	Boiler & Pressure Sys Mech Lead	8L	\$44.23	\$46.45				
894.8	Crafts Multi-Skill Assist	4	\$33.02	\$34.65	\$36.41	\$38.22		
895.8	Crafts Multi-Skill Assist.	6	\$34.65	\$36.41	\$38.22	\$40.13		
896.8	Crafts Multi-Skill Assist.	7	\$36.41	\$38.22	\$40.13	\$42.14		
897.8	Crafts Multi-Skill Assist.	8	\$38.22	\$40.13	\$42.14	\$44.23		
898.8	Crafts Multi-Skill Assist.	9	\$40.13	\$42.14	\$44.23	\$46.45		
899.9	Crafts Multi-Skill Assist	10	\$38.22	\$40.13	\$42.14	\$44.23	\$46.45	\$48.78

All classifications to receive a base-building increase in their base rate of 1% effective January 1, 2015.

1. **Year 1:** A single non-base building payment of five hundred dollars (\$500) less appropriate payroll deductions to be paid to each active bargaining unit employee to be due and payable by or before the first pay period after the date of ratification.
2. **Year 2:** All classifications to receive a base-building increase in their base rate of 2% effective January 1, 2016.
3. **Year 3:** All classifications to receive a base-building increase in their base rate of 2% effective January 1, 2017.
4. **Year 4:** All classifications to receive a base-building increase in their base rate of 2% effective January 1, 2018.
5. **Year 5:** All classifications to receive a base building increase in their base rate of 2% effective January 1, 2019.

If, in the judgment of the Employer, an employee is not entitled to an increase under this Article due to his/her performance on the job, or his/her conduct including excessive absenteeism or tardiness, the Employer may withhold such increase. Increases withheld under this Article of the Agreement are subject to review under the Grievance and Arbitration Articles of the Agreement.

The Employer may, at its initiative and in accordance with its judgment, start an employee above the starting rate.

If, during the progression period, an employee has been continuously absent from work for any reason (excluding vacation and periods protected by state or federal laws) for a period of one (1) week or longer, his/her scheduled progression step will be deferred one (1) week for each week of such continuous absence.